



**INAF**

ISTITUTO NAZIONALE  
DI ASTROFISICA

CUG Comitato Unico di Garanzia

## **II CUG INAF Informa / Newsletter N.10 | Year 2025**

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### **CUG EVENTS / NEWS/ SPONSORSHIPS / EXTERNAL EVENTS / TRAINING**

*List of initiatives organized and supported by CUG, as well as proposals for staff training*

#### **FOCUS November 25 “International Day for the Elimination of Violence against Women”**

November 25: International day for the Elimination of Violence against Women

This year too, the topic chosen by UN Women will focus upon the UNiTE by 2030 campaign, which invites governments, civil society, the private sector, feminist organizations, young people, Mass Media and UN institutions to join forces to tackle and disrupt incidents of gender-based violence, which continue to be one of the most widespread and pervasive form of human rights violations in the world.

In Italy, gender-based violence remains one of the most serious social emergencies: data updated to 2024 show a significant increase in requests for help on the part of victims, and confirm that it is important to prevent, support and raise awareness on this topic.

According to ISTAT (Italian National Statistics Institute), during the year 2024, calls to the utility number 1522, for victims of violence and stalking, have increased significantly. In the first three months of the year, as many as 17.880 valid calls were recorded, with a 83,5% increase compared to 2023. A growing trend was also maintained in the following quarters. This phenomenon testifies to greater awareness and trust in the service, but also a growing alarm as regards gender-based violence. On the murder front, the Home Office, through the Criminal Analysis Service, has published a report updated to the first half of 2024, which confirms how about a quarter of the homicides in our country involves women as victims, and underlines the connection between domestic violence and disappearance of women. As for 2025, official data are not available yet, but current trends indicate further growth in aid applications.

#### **Call to the Arts – An invitation**

We invite all INAF Institutes to organize, on a voluntary and autonomous basis, starting from the month of November, or on the occasion of November 25, moments of reflection, dialogue, exhibitions, readings, installations or other creative activities, or get-together events, which may promote the culture of respect, against gender-based violence.

- Before the event – By November 20: we kindly ask you to report your initiatives to CUG ([cug@inaf.it](mailto:cug@inaf.it)) so that we can collect them, inspire and engage other Institutes with your initiative.

- After the event: send us pictures, short reports or testimonials to collect and enhance shared experiences to [cug@inaf.it](mailto:cug@inaf.it)

All initiatives will be published in the CUG newsletter, on web and social media channels, to give voice to our collective commitment.

### **Cards for the elimination of gender-based violence**

INAF CUG launches the initiative “Cards for the elimination of gender-based violence”, open to the personnel of the Institute who will join.

The goal is to create, through words and pictures, a choral collection of reflections, proposals and voices, which contribute to build up a culture of respect, dialogue and mutual responsibility. “Cards” means short texts, poems, thoughts, comments or concrete suggestions on how to improve relationship contexts and combat all forms of violence, even symbolic or linguistic violence. This is an invitation to transform awareness in participation, make your voice heard, even with a few words only: a simple, authentic gesture to say “I’m here too” and contribute to a more just and inclusive society.

[Cards](#) may be address to anyone, they may be signed or not. You can find the pdf format of cards enclosed: you can edit it and save the file to send it. Cards should be send by e-mail to INAF CUG ([cug@inaf.it](mailto:cug@inaf.it)) by November 28, 2025.

All testimonials will be published in the December newsletter, as well as on the CUG web and social channels, as a sign of our collective commitment.

Every word can be a step towards change. We invite you to take part in this initiative and share your view, your experience, your voice. [CARD](#)

### **Training and awareness**

- CUG informs that we have obtained new funds to promote for all the staff a series of training events in the course of 2026, devoted to preventing and fighting violence against women. Further information and updates will follow.
- **When gender-based violence does not exist** <https://indico.ict.inaf.it/category/266/>  
Series of seminars organized by the Astronomical Observatory of Brera (Milan) with the title: “When gender-based violence does not exist: language, right, discrimination, evaluation, inside and outside the academy”.
- 5 - Camilla Gaiaschi: Gender Inequalities
- 4 - Marina Calloni: gender violence at work
- 3 - Loredana Garlati: rape trial in recent history
- 2 - Silvia Penati: gender gap in the scientific community
- 1 - Vera Gheno: relationship between language and reality
- **Training: IGEA Seminars about Gender Violence** Training proposals are composed of recorded video-classes, accessible h24 e for an unlimited period of time. At the end of each course, a certificate valid for CV purposes will be issued:

- [Online Seminar – preventing gender-based violence even in school](#)

- [thematic meetings: fighting gender-based violence](#)

- [thematic meetings – gender meetings: respect for differences in life contexts](#)

- [online free seminar: gender-based violence – an Italian view and courses of action](#)

- [online course: affectove dependence in love relationships](#)

- [online seminar – working women – autonomy beyond violence. How much economic violence affects women](#)

- [online seminar: violence against women – recognize it to intervene](#)

[- online course: how to improve communication and empathic listening](#)

- **Training: “Telefono Rosa”(800 number for counselling) - Free Seminars**

The first platform at European level, useful for the professional strengthening of the operators who tackle the topic of gender-based violence.

If you connect and register to the address: <https://www.telefonorosaformazione.it/> you get access to 2 courses: Moduli Rosa (Pink Forms) and E-Love

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- 27 November, h. 14:00, webinar on the Teams platform, with the title: “[Trovare le parole: strumenti e proposte per riconoscere e contrastare le disparità](#)”(Finding the words: tools and proposals to recognized and fight inequalities) organized by the Cug Network
  - 28 November [EVENT Benessere organizzativo negli Enti Pubblici di Ricerca. Dialogo e condivisione per valorizzare le esperienze](#) (Organizational Well-being in Public Research Institutes: dialogue and sharing to enhance experiences)

- [GENDERACTIONplus Mobilisation Network](#)

**Webinar: Introducing the GenderSAFE Institutional Self-Assessment Tool**

the launch of the GenderSAFE Institutional Self-Assessment Tool, developed to help research and higher education institutions to identify strengths and gaps in their policies to address gender-based violence. This online session will provide an overview of the new tool, designed to support institutional self-assessment and improvement.

Date: 26 November 2025 Time: 11:00–12:30 CET

Register [here](#) for the GenderSAFE webinar

**ENHANCE Alliance Lunchinar on Gender-Based Violence**

Our colleagues at ENHANCE Alliance invite all members of the Mobilisation Network to an upcoming Lunchinar dedicated to addressing gender-based violence in academia. The webinar will explore the causes of gender-based violence and effective allyship in academia, and present a new online course aimed at raising awareness and promoting action.

Date: 12 December 2025 Time: 12:00–13:00 CET

Register [here](#) for the ENHANCE lunchinar

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## CALLS/OPPORTUNITIES/ PROJECTS/TRAINING COURSES

- **Call “L’Italia delle donne” (Women’s Italy)**

The second edition of the call promoted by the Department Equal Opportunities of the Prime Minister’s Office has officially been launched, with the aim of enhancing the female contribution to the history of our country.

The initiative aims at recovering and disseminating the biographies of women strongly rooted in the territories, and still little known on a national level, who made a key contribution to the cultural, social and civil life of communities.

A precious opportunity to restore memory and visibility to prominent female figures in the fields of art, sport and entrepreneurship, thus offering positive models for new generations. Applications must be submitted by December 19, 2025 by the public entities identified by the call. Further information and rules for participation [HERE](#)

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## NUGGETS FROM CUG

*Suggested resources, food for thought, news from the world*

- [Denatalità iniziata tre generazioni fa, basta demonizzare le madri che lavorano \(The decline in birthrate which started three generations ago: stop demonizing working mothers\)](#)
- [Legge 104, da oggi il caregiver ha \(quasi\) gli stessi diritti del disabile come orari, turni e mansioni sul lavoro \(Law nr.104: from now on, caregivers have \(almost\) the same rights as disabled people in terms of working hours, shifts and duties at work\)](#)
- [Congedo parentale fino ai 14 anni e nuovi incentivi nella Legge di Bilancio 2026 \(Parental leave until 14 years oage and new incentives in the 2026 Budget Bill\)](#)
- [Un nuovo rapporto dell'OIL illustra i benefici economici delle politiche di cura per i lavoratori con disabilità \(OIL's new report illustrates the economic benefits of care policies for workers with disabilities\)](#)
- [Disabilità, quando i caregiver sono i fratelli e le sorelle \(Disabled: when caregivers are their sister or brother\)](#)
- Salario minimo, la Corte di Giustizia Ue conferma la direttiva europea e respinge il ricorso della Danimarca <https://share.google/Ajmss1ISTBTpZdCg9> (Minimum wage: the EU Court of Justice confirms the European directive and rejects Denmark's appeal)
- La neurodiversità è una ricchezza, non un limite. Così le imprese devono accogliere i lavoratori con autismo <https://share.google/ir9hKUX8l46c53LeA> (Neurodiversity is a strength, not a limit. Therefore companies must welcome employees with autism)

[Arriva il "Kindness Act": la prima proposta di legge sulla gentilezza in Italia](#) (The Kindness Act is coming: the first bill on kindness in Italy)

#### **FOCUS 25 NOVEMBER**

- [Le zone che sono più esposte al rischio femminicidi: non contesti marginalizzati, periferici o isolati, ma quelli in cui l'emancipazione femminile è più elevata.\(The areas that are most at risk of femicide: these are not marginalized, peripheral or isolated areas, but rather the ones where women's empowerment is higher.\)](#)
- [Decreto Legge 159/2025: la prevenzione di violenza e molestie entra in punta di piedi nel D.Lgs. 81/2008 \(Decree-law 159/2025: prevention of violence and harassment tiptoes in the Legislative Decree nr. 81/2008\)](#)
- [L'intelligenza artificiale è a favore o contro le donne? \(Is Artificial Intelligence for or against women?\)](#)
- [Come difendersi dalla violenza: cosa fare, a chi chiedere \(How to defend yourself from violence: what to do, who to ask\)](#)
- [Tutte le donne famose, vittime di violenza nel 2025 \(All famous women, who were victims of violence in 2025\)](#)
- [#sempre25novembre, la lotta contro la violenza sulle donne è un impegno quotidiano \(#alwaysNovember25, fighting violence against women is a daily commitment\)](#)
- [Francesca Barra alle vittime di violenza online: "Non siamo noi a doverci vergognare" \(Francesca Barra to victims of violence online: "We are not the ones who should be ashamed"\)](#)
- [Fiorella Mannoia: il concerto Una nessuna centomila torna in tv \(Fiorella Mannoia: her concert "One, none and a hundred thousand" is again on TV\)](#)
- [Violenza contro le donne. Guida a eventi, mostre e iniziative per il 25 novembre \(Violence against women. A Guide to events, exhibitions and initiatives for November 25\)](#)

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#### **THE CUG NETWORK**

*Updates and initiatives of the National P.A. CUG Network.*

- 10 years on the Web: [video of the celebration of ten years of activity of the Network](#)
  - MAGAZINE ["La Voce dei CUG"- September October 2025](#)
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## ACTIVITIES/ NEWS

### *Updates on initiatives and actions started by INAF CUG*

- **Since the new INAF CUG was established, there has been an online meeting every month in order to guarantee**, within the working environment, equality and equal gender opportunities, the protection of workers against discriminations and mobbing, as well as the absence of any form of physical and psychological violence.
  - The minutes and the agendas of the sessions held so far by CUG are available at the following [LINK](#).
  - Since the end of 2023, INAF CUG has been engaging in participating, sponsoring or organizing various initiatives to raise awareness of gender equality and organisational well-being. ***Here is a summary of the activities carried out in recent months.***
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## FOR INFORMATION AND CONTACTS

In order to receive further updates on topics of interest concerning Measures to guarantee equal opportunities, wellbeing of workers and absence of discriminations in public administrations:: visit the website <http://www.inaf.it/it/sedi/sede-centrale-nuova/comitato-unico-di-garanzia>  
Follow the Facebook page <https://www.facebook.com/InafCug>

## CONTACTS:

### CUG

E-mail [cug@inaf.it](mailto:cug@inaf.it) to report general issues concerning working environment and organizational wellbeing

or write a message to the President of CUG: Dr. Anna Giglio [anna.giglio@inaf.it](mailto:anna.giglio@inaf.it)

INAF Confidential Counsellor Avv. Marina Capponi

For further information or arrange a meeting, write an email to: [consigliera.fiducia@inaf.it](mailto:consigliera.fiducia@inaf.it) or call during office hours/contact via whatsapp the number 3667664628

### Inaf Counselling Service:

Contact person: Psychologist Alice Fattori [sportellodascolto@inaf.it](mailto:sportellodascolto@inaf.it) for a private meeting

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*Newsletter edited by CUG INAF*

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